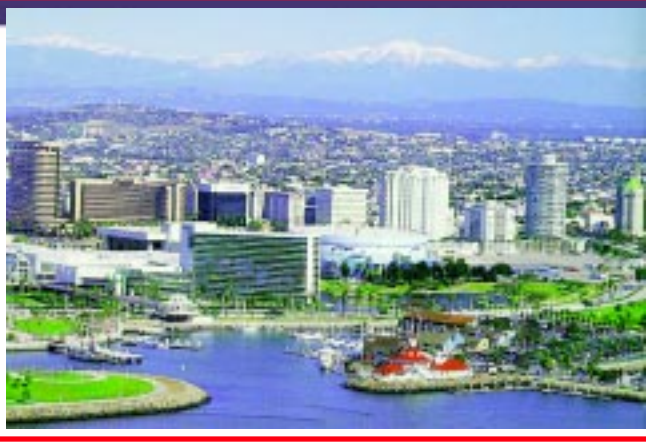


# Fire Chief





## THE COMMUNITY

Ideally located on the Pacific Ocean south of Los Angeles, adjacent to Orange County, the City of Long Beach, California (population 490,566) is frequently described as a series of strong, diverse interwoven smaller communities within a large city. Enjoying an ideal Southern California climate, Long Beach is home to an abundance of cultural and recreational options. The Long Beach Convention Center, Aquarium of the Pacific, Queen Mary and the annual Toyota Grand Prix of Long Beach, plus a wide variety of other attractions (two historic ranchos, three marinas, and five golf courses), serve to draw 5.5 million visitors a year.

The City is also home to California State University, Long Beach and Long Beach City College. Cal State Long Beach is the second largest university in the state and was recently ranked the No. 3 best-value public college in the nation. Serving the K-12 student population, the Long Beach Unified School District consistently ranks among the Top 10 urban school districts in the country.

Covering approximately 50 square miles, Long Beach is supported by a wide mix of industries with education, health and social services, manufacturing, retail trade, and professional services comprising the highest representation. Known for its livable and desirable neighborhoods, America's Promise Alliance named Long Beach as

one of the 100 Best Communities for Young People two years in a row.

While it offers all the amenities of a large metropolis, many say Long Beach has the added benefit of having maintained a strong sense of community and cohesiveness despite its growth. As the fifth largest city in California, Long Beach has been referred to as the "most diverse city" in the country by *USA Today*. A superb climate, quality schools, a vibrant downtown, and a wide variety of neighborhoods help make Long Beach one of the most livable communities in the country.

## THE POSITION

The Fire Chief is accountable to the City Manager for the administration, management and efficient operations of all fire department resources. He/she is responsible for the command and control of all personnel and activities of the Fire Department incidental to the protection of life and property within the City of Long Beach, including the Long Beach Airport and the Port of Long Beach.

The Fire Chief has the responsibility and authority to plan, direct and implement policy and procedures to all bureaus, division and sections in order to properly carry out the mission of the department and respond to the needs of a large, complex and diverse community. The LBFD Chief is also required to respond to emergencies as necessary and assume incident command of operations.





The Long Beach Fire Department is currently supported by 553 FTE along with an annual budget of \$90.4 million.

## QUALIFICATIONS

Candidates for this position must hold the current rank of Battalion Chief or above in a metropolitan municipal Fire Department in California serving a population of at least 250,000. Prior or current service in an organization of similar complexity is strongly preferred. Experience in a coastal community is desirable. A Bachelor's Degree is preferred, but any combination of education, experience, training and certifications that reveals the leadership qualifications necessary to direct the Long Beach Fire Department will be considered.

## THE IDEAL CANDIDATE

The next Chief of the Long Beach Fire Department will be an outstanding fire service professional who demonstrates impressive operational and administrative management abilities. He/she must be an outstanding critical thinker who can confidently analyze complex situations with strategic adeptness.

The individual selected will place significant importance on maintaining high professional standards and superior customer service. The Fire Chief must stay abreast of current industry practices and trends in order to enhance the Department's ability to deliver exemplary services in the most efficient manner possible.

The future leader of this department will have a history of being an excellent manager of public resources with outstanding administrative skills. He/she must be extremely adept at budgeting and reveal an ability to approach fiscal challenges with confidence and creativity while not being bound by traditional thinking and practices. The Fire Chief shall address financial constraints with an innovative problem solving mindset and take pride



in developing groundbreaking solutions that can serve as viable alternatives for other government agencies.

The ideal candidate can be described as a leader who conveys confidence and credibility and who has the reputation of honesty, integrity and the courage to take action in the most difficult situations. He/she must be a strong manager and developer of people who promotes accountability and standards of excellence throughout the organization. The new Chief will take pride in expanding the knowledge and skill base of others thereby developing future leaders throughout LBFD.

The next Chief will be an outgoing professional who embraces opportunities to interact in meaningful ways with this diverse and complex community. He/she will be expected to have a visible presence throughout the City and must demonstrate sophisticated political acumen while remaining apolitical.

The ideal candidate will be an effective communicator who proactively and consistently engages the organization at all levels on a regular basis. An inclusive leader, he/she will embrace diversity and gender equity within the Department and serve as a role model for the profession. The Fire Chief will also possess a proven ability to build and maintain sound working relationships with labor groups as well as other city departments.

As a collaborative member of the City's Management Team, the Fire Chief shall view himself/herself as an equal business partner with his/her colleagues who is dedicated to the overall



health of the organization. To that end, the candidate selected will be expected to bring a perspective that spans beyond that of the fire service in order to create the highest value for City leaders and the community.

## COMPENSATION

The salary for the position will be DOQE and will be dependent on the qualifications and experience of the selected candidate. The mid-point of the current range is \$171,000. Salary is supplemented by a generous benefits package that includes retirement (3% @ 50 PERS), medical, dental, life and disability insurance, vacation and sick leave.

## HOW TO APPLY

To be considered for this opportunity, upload cover letter, resume and list of six professional references using the "APPLY NOW" feature at [www.tbcrecruiting.com](http://www.tbcrecruiting.com). This recruitment will close at **midnight on Sunday, March 21, 2010**. Following the March 21<sup>st</sup> closing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be granted preliminary screening interviews by the consultants as quickly as possible. Those candidates deemed to be the most qualified will be invited to interview with the City in April.



Questions/Additional Information:  
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**The City of Long Beach  
 is an Equal Opportunity Employer**

The City of Long Beach intends to provide reasonable accommodations in accordance with the Americans with Disabilities Act of 1990. If a special accommodation is desired, or if you would like to request this information in an alternative format, please call Tara Brewer at 562.570.6254.